

2013 CITY OF SAN JOSE – AMSP/CAMP NEGOTIATIONS
TENTATIVE AGREEMENT

C-76
4.19.13

UNION PROPOSAL #18 – DISCIPLINARY ACTION

Proposed Language:

ARTICLE (X) DISCIPLINARY ACTION

- (X). 1 The City of San Jose discipline policy is described in City Policy Manual, Section 2.1.3. When the need for disciplinary action arises, disciplinary action will be taken commensurate with the seriousness of the offense. The levels of discipline include informal actions, which are oral counseling, documented oral counseling and written reprimand. Formal disciplinary actions are suspension, salary reduction, demotion and dismissal.
- (X).2 Salary Reduction: In addition to formal disciplinary actions of suspension, demotion, and dismissal contained in the San Jose Municipal Code, the appointing authority may reduce an employee's salary. The salary may be reduced to no lower than the bottom of the salary range, and the amount and length of time of the salary reduction will be specified in the Notice of Intended Discipline. The salary may be reduced either for a specified period of time or until the condition which caused the salary reduction has been corrected. The employee may appeal this action, including the amount and the length of time, to the Civil Service Commission according to the same rules as apply to other formal disciplinary appeals.
- (X).3 No provision of this Article shall be subject to the grievance procedure of this Agreement. The appeal process for any disciplinary action shall only be those described in the San Jose Municipal Code and City Policy Manual, Section 2.1.3 and are not subject to the appeal through the grievance procedure of this Agreement.

** This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

FOR THE UNIONS:

Alex Gurza Date
Deputy City Manager

Dale Dapp Date
President
AMSP, IFPTE, Local 21

**2013 CITY OF SAN JOSE – AMSP/CAMP NEGOTIATIONS
TENTATIVE AGREEMENT**

Date

CAMP, IFPTE, Local 21

Date

Mike Seville
Business Agent
IFPTE, Local 21